

Subject: Staff Council minutes of 11/2 meeting

Resent-From: Staff-All@wku.edu

Date: Wed, 08 Nov 2000 09:11:52 -0600

From: "Joy Gramling" <Joy.Gramling@wku.edu>

Organization: Western Kentucky University

To: Staff-All <Staff-All@wku.edu>

The meeting was called to order on November 2, 2000 at 10 a.m. in DUC room 226. Members present were: Johnny Allen, Dina Bessette, Teresa Dunning, Joy Gramling, Marshall Gray, Kathy Grover-Jimerson, Carolyn Hunt, Brenda Keith, Dale LaMastus, Elizabeth Paris and Tony Thurman. Staff regent Howard Bailey was also in attendance. Members absent were: Jackie Ellis, Jim Range, Phyllis Reed and Brian Ward.

1. Regent Report: Howard Bailey covered some of the issues from last week's Board of Regents' agenda. He said his vote for the increase in the student athletic fee was a vote for the future. He is optimistic that Western's parking problem will be eased by this and that the cut in the Athletics Department budget years ago will finally be addressed. Howard also spoke on the fact that Western settled three sexual harrassment lawsuits out of court instead of tying up time and resources by going to court.

2. Budget Council Report: Marshal Gray, our Staff Council representative on the Budget Council reported on the meeting held November 2, 2000. This meeting was mostly informational. Several members shared the five budget priorities from their area including Academica Affairs, Student Affairs and Staff Council. A list from the President has also been presented. Several items that seem to be on most everyone's list so far are health insurance, salary increases for faculty and staff, and covering fixed costs. The Budget Council has a lot of work to do and will meet every week for the next four or five weeks.

3. Report on University Senate: Our two representatives to the University Senate in October were Marshall Gray and Jim Range. In the report from the Senate President, Patricia Minter, thanked the Staff Council for signing on to the resolution that was sent to the University President asking for the increased University contribution to health insurance. Other items of interest were that the Senate web page will soon be up and running and will be using Microsoft Word. Committees are still being formed, but there were several reports from committees that are already working. President Ransdell spoke to the Senate about the goals of the University for the next several years.

4. Health Insurance Committee: The committee that will take up health insurance for the 2001-2002 year is now being formed. Members who served on the last committee have been asked to return if they want to serve. Since Marshall Gray's term on the Council will end before the work of the committee will be done, Joy Gramling has been elected to serve as the Staff Council representative.

5. Staff Excellence Awards: The Council is looking at ways to improve the process of nominating and selecting employees for the new Staff Excellence Awards that were given for the first time at the Fall Break Brunch last month. A resolution was passed that clarifies the role of the Department of Human Resources and the selection committee. HR will collect nominations, put them into categories, verify employment status and then turn nominations over to the selection committee. The committee will make all award decisions and will make all necessary contacts to ensure that the award winners are worthy recipients. We are very pleased with this program and want to continue to make it even better.

6. KTRS Committee Report: Tony Thurman reported that he has spoken to a KTRS representative in Frankfort who has confirmed that none of the KTRS rules

have changed for the last 5 years, so most of the information that was gathered by the Council a few years ago (with the exception of WKU employee information) is still valid. Any changes made for WKU employees who are in the KTRS retirement system must be made for the whole group and since most of our employees in KTRS are faculty, our next step will be to take this issue to the University Senate. The only way the KTRS employees could be allowed to use accumulated sick time toward retirement (as employees in the KERS system can) would be if our faculty adopted a formal sick leave policy so that their sick days can be accounted for just as sick time is accounted for staff employees in the KTRS system. The two major obstacles are: creating a formal sick leave policy for faculty and asking the administration to put up the money it would take to buy the sick time from KTRS (the state pays for the costs involved in allowing KERS members to use accumulated sick leave toward retirement). The committee will continue to work on this complicated issue.

7. The Council has been asked to check on the status of a salary study that was recommended by the Task Force on the Status of Women. The administration had said the study would be done this fall, but nothing is happening on it so far. The Council will follow up on this issue.

The next meeting of the Staff Council will be December 7 at 10 a.m. in DUC room 226

The Staff Council wants to hear from you. Do you have a question, concern or comments? You can now email the Staff Council: staffcouncil@wku.edu

The Staff Council Minutes, Constitution and By-laws are posted on the Staff Council web page at: <http://www.wku.edu/staffcouncil>